



WORK-BASED LEARNING FAQs

What is work-based learning?

- Work-based learning (WBL) is an effective teaching approach used to engage students in real-life occupational experiences. It incorporates structured, work-based learning activities into the curriculum, allowing a student to apply knowledge and skills learned in class and connect these learning experiences in the workplace. Work-based learning provides students with the opportunity to engage and interact with employers while learning to demonstrate essential employability and technical skills necessary for today's workforce.

What options are available for Work-Based Learning?

- **Service Learning**
Service learning is a teaching and learning strategy that integrates meaningful community service with instruction and reflection to enrich the learning experience, teach civic responsibility and strengthen communities.
- **Mentoring**
Mentoring is a component of work-based learning in which a volunteer from the business/industrial community helps students become aware of career opportunities and work ethics in a one-to-one relationship that goes beyond the formal obligations of a teaching or supervisory role.
- **Shadowing**
Shadowing is learning through observation and is a way to form partnerships between employers and the local schools. Shadowing is an opportunity for a student to spend a limited amount of time with an individual in a chosen occupation in order to become familiar with the duties associated with and the physical setting of the occupation, as well as the compatibility of the occupation with his or her own career goals.
- **Entrepreneurship**
Entrepreneurship education allows students to develop a deeper understanding of economic principles and to apply classroom learning by organizing and operating a business enterprise. An entrepreneurship education program should involve students developing individual projects in which they assume all risks in expectation of gaining a profit and/or further knowledge. An entrepreneurship program may be a component of a specific course within the curriculum or be a stand-alone course for credit. Entrepreneurship education may be offered in any career and technical education program.
- **School-Based Enterprises**
A school-based enterprise is a simulated or actual business conducted within a school. It is designed to replicate a specific business or segment of an industry and assist students in acquiring work experience related to their chosen Career Cluster.



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- **Internship**

A student internship is a type of work-based experience learning program for high school students who have completed extensive school-based preparation relating to an identified area of career and academic interest in their Individual Learning Plan (ILP). Internships are usually one-time experiences which should lead to course credit and/or pay.

- **Cooperative Education**

Cooperative education is a paid educational program consisting of in-school instruction combined with program related on-the-job work experience in a business or industrial establishment. These are planned experiences supervised by the school and the employer to ensure that each phase contributes to the student's ILP and Career Pathway.

- **Apprenticeship**

Apprentice means a worker at least 16 years of age, except where a higher minimum age standard is otherwise fixed by law, who is employed to learn an apprenticeable occupation, which:

1. Is customarily learned in a practical way through a structured, systematic program of supervised training on the job;
2. Is clearly identified and commonly recognized or accepted throughout an industry;
3. Requires 2,000 or more work hours of work experience to learn;
4. Requires related instruction to supplement the on-the-job experience training;
5. Involves manual, mechanical and/or technical skills applicable in like occupations throughout an industry; and
6. Is recognized by the registrant entity and/or the U.S. Office of Apprenticeship as meeting the five criteria listed above.

What are the legal issues associated with WBL?

- It is important to know and understand state and federal statutes and regulations that protect various aspects of the employment relationship, including wage and hour laws, child labor laws, safety and health laws, and workers' compensation.

It is the responsibility of each administrator, principal, teacher or director to be aware of and in compliance with all legal aspects related to student employment. It is the direct responsibility of the teacher/coordinators to promote compliance with all state and federal laws and regulations when placing students in work-based programs.

Where can I find additional information and resources?

- The [Kentucky Work-Based Learning Manual](#) provides detailed information regarding legal issues and implementation, along with sample forms and agreements for each of the WBL options.